

STATEMENT OF CIA GOALS AND PRINCIPLES

(OFFICE OF SOVIET ANALYSIS)

Purpose: To provide the President and the US policymaking establishment with the best intelligence possible in support of the national security interests of the United States.

- That intelligence must be accurate, timely, insightful, relevant and objective; and
- Its primary thrust must be premonitory.

Organization: The CIA is made up of diverse operating elements that are critically interdependent. Each element's departmental and national responsibilities are recognized and respected.

- Because our concerns are global, our organization must retain the flexibility necessary to cope with diverse, unpredictable and complex issues.
- At the same time, we must make a concerted effort to ensure continuity of professional expertise and institutional memory.

Ethics: Agency employees take an oath to defend the Constitution. Our activities are conducted in the letter and <sup>spirit of the</sup> laws of the United States. Both in our performance of duty and in our personal lives we seek to maintain the highest standards of integrity and morality.

People: CIA's strength and capabilities are rooted in the quality of our people. We strive to attract and retain individuals whose knowledge, skills, integrity and dedication are superior. We seek to foster their development as intelligence officers, reward them according to their contributions, and instill in them that high sense of duty and dedication to excellence without which our mission cannot be accomplished.

Management: CIA's management style encourages initiative, fosters individual development and freedom of action in an environment of mutual trust and shared responsibility, and ensures that every employee understands the importance of his or her contribution to the success of our mission. Our managers must always be mindful to balance the needs of the individual against those of the service, and seek to build a tough-minded esprit de corps characterized by a sense of common effort to become and remain the world's best intelligence service in all areas of our activity.

Measure of Results: The only acceptable measure of our results is the impact of our work on the success of US foreign and

national security policy, and our prescience in anticipating, interpreting, and correctly assessing the effects of changes in the world situation on our national interests.